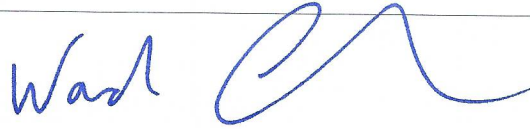


GENDER PAY GAP REPORTING

INSTILL EDUCATION LTD

2020-2021

GENDER PAY GAP CALCULATIONS		PERCENTAGE				
1. Mean gender pay gap in hourly pay		-5%				
2. Median gender pay gap in hourly pay		-7%				
3. Mean bonus gender pay gap		49%				
4. Median bonus gender pay gap		14%				
5. Proportion of males and females receiving a bonus payment		Males	19%			
		Females	10%			
6. Proportion of males and females in each pay quartile		UPPER	UPPER MIDDLE	LOWER MIDDLE	LOWER	
		Males	22%	20%	50%	44%
		Females	78%	80%	50%	56%
Overall remarks: I confirm that this is an accurate reporting of the gender pay gap of Instill Education Ltd on the snapshot date 5 April 2020.						
Signed						
Name	Ward Lincoln, Director					
Date	25 March 2021					